

## ABSTRACT

An effective personnel valuation program permits an improved appropriateness valuation result to be obtained by adjusting deviation of valuation by individual valuers from a standard. Valuers at posts able to perform appropriate valuation are set as reference data valuers. Initial valuation data produced by valuers in a valuator group other than the reference data valuers are adjusted such that its mean data is identical with the mean data of the valuation data produced by the reference data valuers with the mean data and the standard deviation of the valuation data by the reference data valuers as references. Also, standard deviation fluctuations of the valuation data are adjusted such that the standard deviation is identical with the standard deviation of the valuation data produced by the reference data valuers.